



FAA Intercom

OSI Increases Announced for 2003

Employees in the Core Compensation Plan could earn as much as a 4.55 percent pay increase based on their performance in 2003, Administrator Marion Blakey announced on Jan. 8.

Blakey approved an Organizational Success Increase (OSI) of 2.13 percent for Core Comp employees based on the president's budget, which will be effective this month. However, that increase would rise if Congress passes — as is expected — the general GS annual *continued on back page*

12 Seconds of Flight to a New Century of Aviation



The Wright Flyer replica is rolled out prior to its attempt to recreate the first flight of man.

FAA, NATCA Contract Extended Two Years

The FAA's signing of a 2-year contact extension with the National Air Traffic Controllers Association (NATCA) will put the union's employees in a pay-for-performance plan and resolve many cost control issues surrounding memoranda of understanding.

With the completion of the contract extension, 75 percent of FAA employees are now covered under some type of pay-for-performance plan, which Administrator Marion Blakey said will

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Somehow it was fitting that the reenactment of the Wright Brothers' first flight didn't come off as planned. With all the technology and expertise modern aviators could muster to reproduce this event, they still couldn't match Orville and Wilbur's accomplishment. If anything, it made their accomplishment that much more impressive.

The audience that day seemed to understand. To occasional shouts of "Come on, baby," they waited in anticipation for the propeller motors to catch. Then they waited as the flight crew inspected the plane and rail on which the Flyer was perched while anxiously gauging whether

the wind had reached the necessary speed of 10-22 knots.

The crowd hushed as the Flyer prepared for takeoff and during the agonizing seconds as it slid down the rail and appeared to take a little hop — a breathless leap to grasp an air current — before skidding off the rail, not so much grounded as muddled.

The crowd rewarded the attempt with polite applause and stayed the rest of the day in poor weather conditions hoping for a second attempt that never occurred.

The FAA, meantime, was well positioned to introduce and educate *continued on page 8*

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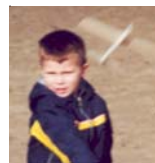
The *FAA Intercom* wraps up its coverage of the Centennial of Flight events in Kitty Hawk. Read News in Brief for financial reminders over the new year.



Page 3. Beating weather woes.



Page 4. New mentoring program



Page 6-7. Photos from Centennial of Flight.



Page 10-12. FAA Year in Review.



News in Brief

GSA Sets Mileage Payment Rates

The reimbursement rate has risen for employees driving their own cars and motorcycles, or flying their own aircraft, on government business.

The General Services Administration increased from 36 to 37.5 cents per mile the reimbursement for employees driving their cars; from 95.5 to 99.5 cents per mile for employees flying their own aircraft; and from 27.5 to 28.5 cents per mile for motorcycle users.



Employees who use a privately owned vehicle instead of a government-furnished vehicle will be paid 27 cents per mile, down from 28.5 cents.

The rates became effective Jan. 1. They are posted at www.gsa.gov/travelpolicy (click on "Privately Owned Vehicle Reimb Rates" in left-hand column).

Updates and Reminders about FSAs

Employees who enrolled in the Flexible Spending Account (FSA) program for 2003 have until April 29 to file for reimbursement.

Claims for health care or dependent care services that occurred before the end of 2003 are eligible for reimbursement. Any funds remaining in an employee's FSA account after April 29 will be forfeited.

In other news, the FSA program announced it would cover over-the-counter medicines, such as non-prescription antacids, allergy medicines, pain relievers, and cold medicines, effective Jan. 1, 2004. Vitamins and other dietary supplements remain ineligible for reimbursement.

First ASR-11 Radar Commissioned

The first FAA Airport Surveillance Radar, model 11 (ASR-11) has been commissioned at Willow Grove, PA.

The first entirely digital terminal radar, ASR-11 provides surveillance coverage as well as new weather capabilities, increasing controllers' situational awareness. It features improved reliability and performance over the old surveillance radars, and provides the digital input needed by the FAA's new air traffic control automation systems, such as STARS.

Assisting in the commissioning were staffs from the Trenton System Support Center, Philadelphia Air Traffic Control, Eastern Region, and the ASR-11 Service Team.

Library Intranet Site Launched

The FAA Library for Aviation Information Research (FLAIR) has launched its Intranet Web site.

Employees can use the site at <http://intranet.faa.gov/ara/library/> to ask librarians questions and explore databases, such as FAA Standards, Aviation Week Intelligence Network, congressional materials, IEEE publications, Westlaw and others.

As the site develops from this first phase, it will allow for checking out materials, cataloging and searching. Links to commercial aviation Web sites will gradually be added, as well as to some electronic journals and books.

The final phase of the virtual library will give employees access to resources around the clock. Meantime, the library in Room 931 at Headquarters will continue to accept walk-in requests.

For more information, e-mail the FLAIR staff at 9-awa-asu-FLAIR@faa.gov.

Data Show Causes of Airline Delays

The Department of Transportation (DOT) for the first time has released data on the cause of airline delays.

Of the nearly 550,000 flights flown in October, almost 1,700 were delayed by extreme weather that interfered with flight operations, and more than 13,000 were delayed by weather that kept the aviation system from operating at full capacity. Other flights were delayed when the previous flight using the same aircraft was delayed by weather and other causes.

The DOT started collecting this type of data to keep consumers apprised about the causes of flight delays and educate them about how the air traffic control system works and what affects its operation.

It also helps the DOT monitor airlines to ensure they are providing passengers with accurate information and are realistically scheduling their flights.

The Wendell H. Ford Aviation Investment and Reform Act in April 2000 mandated the collection of information on the causes of delays.

Corrections

In the CFC article on p. 11 of the December 2003 edition, Jim McCain's office was incorrect. He is assistant manager of the Southwest Region's Airway Facilities Division.

In the ASDE-X article on p. 4 of the same edition, the site of the first Florida deployment was misidentified. ASDE-X has been deployed at Orlando International Airport.



Taking a New Angle on Approaches

Poor weather conditions at airports like San Francisco International hinder the efficiency of the National Airspace System.

But a new FAA procedure due to begin this spring will increase the capacity of San Francisco and other airports in poor flying conditions.

By mating high-rate radar that sweeps airspace every second with instrument landing system navigation aids, controllers at the San Francisco Tower will be able to land planes simultaneously on the airport's two arrival runways even in low ceilings of 2,100 to 4,500 feet. Airport capacity could be increased by as much as 30 percent in bad weather. The new procedure will be applied at airports like San Francisco that have runways in close proximity to each other.

Right now, because the two runways are so close to each other, such landings aren't allowed in low-ceiling conditions and only one runway would be used.



Putting their heads together to discuss the new procedure on a recent demonstration flight are (from left) Patty Daniel, Northern California TRACON support manager; Kate Davis, NATCA representative from the San Francisco Tower; and Joe Lintzenich, an air traffic consultant.

"It's an incredibly efficient way to run that airport considering the runways are so close together," said John Kurywchak of the new procedure.

Kurywchak, an operations specialist in the Western-Pacific Region's Air Traffic Division, said that as two aircraft land simultaneously, controllers will allow other aircraft to depart on other runways after them, a procedure that maximizes capacity.

The new technology — called a precision runway monitor — and the new procedure, called simultaneous offset instrument approach, will also be applied to other airports that often experience delays due to poor weather conditions and have arrival runways that are in close proximity to each other, such as those at Cleveland and St. Louis.

Kurywchak was one of several FAA employees who flew demonstration flights into San Francisco International. "Sitting back in the cabin, you can't tell whatsoever that you're making these slight turns," he said. "The only thing [the passenger is] going to notice is that it's bad weather and I didn't get delayed."

Americans Give FAA High Marks for Performance

A strong majority of the American public feels the FAA is doing a "pretty good" to "excellent" job, according to a new Harris poll.

The 76 percent approval rating places the FAA third among 11 federal agencies included in the poll. Only the Centers for Disease Control and the National Institutes of Health scored higher in the survey.

Fourteen percent of the survey participants said the FAA does an excellent job, while 62 percent said it did a pretty good job. That 76 percent favorable rating is a marked increase from the last poll taken in 2001 — when only 54 percent of those surveyed held a positive opinion of the FAA — and in 2000, when the poll

found only 58 percent held a positive view.

Administrator Marion Blakey noted another statistic — the vast number of Americans who fly everyday — as another sign of the public's confidence in the National Airspace System. That, she said, "is a true indicator of the nation's confidence in air travel."

The agency has done a good job in educating the American public about its mission, according to the poll. Some 85 percent of those surveyed said they understood what the FAA is and does.

The improved ratings could arise from a number of factors. The FAA's success in modernizing its air traffic control system, increasing capacity, upgrading its international leadership and

strengthening the agency's organizational excellence — all goals in the agency's recently released Flight Plan — might have had an effect on the polling numbers.

The Harris poll was conducted online for one week in October among a cross section of 2,056 adults.

The Harris Poll

Following is a breakdown of responses to the question, "How would you rate the job the FAA does?"

Excellent	14%
Pretty Good	62 %
Only Fair	20%
Poor	4%



People

AEP Deputy Named

Nancy LoBue has been named deputy assistant administrator for Policy, Planning, and Environment under Sharon Pinkerton. She had been assistant chief counsel for airports and environmental law.

The deputy's office spearheaded the FAA's reauthorization proposal to Congress and coordinated the agency's 5-year strategic Flight Plan. On the environmental side, the office is responsible for research on aviation noise and emissions, and policies for streamlining the FAA's environmental processes.



Nancy LoBue

New Positions Announced in Chief Counsel's Office

Chief Counsel Andy Steinberg announced changes in his office that he said are "designed to strengthen our organization so that it is more responsive to clients, more accountable for results, and more productive."

Steinberg has established two deputy posts. James Whitlow has been named deputy chief counsel for policy and adjudication and will oversee those functions that tend to be centered in Washington Headquarters.

A search is underway to fill the new deputy chief counsel for operations position, which will oversee all office operations that have a heavy regional focus.

Also, Jay Dillman has been named associate chief counsel for the Air Traffic Organization.

Airport Planning and Programming Director Named

Dennis E. Roberts has been appointed director of the Office of Airport Planning and Programming. He comes from the Louisville (Ken.) Regional Airport Authority, where he served as deputy executive director. He also was vice president and executive director for AOPA.

Roberts will be responsible for national airport planning, environmental and social requirements, airport grants, passenger facility charges, and property transfers.

ICAO Taps Voss for Directorship

The International Civil Aviation Organization (ICAO) has selected Bill Voss as director of its air navigation bureau. He reported to ICAO this month.

Voss will lead one of the most important and influential technical posts in international aviation, coordinating technical issues among the 188 ICAO members.

Voss had headed the FAA's Terminal Business Unit since 2000. For the last three months, he also has been an advisor to the Air Traffic Organization design team. Previously, he was director of Air Traffic Systems Development.

In Memoriam

Roy Van Gowdy, a bioaeronautical research engineer at the Mike Monroney Aeronautical Center, died Dec. 10, 2003.

His lifetime of research included development of safer aircraft passenger seats and energy absorbing seats for military and civilian helicopters, and supporting certification of child safety seats for use in aircraft.

Surviving Roy are his wife, Brenda; son and daughter-in-law, Bert and Lindsay; daughters Sara, Lana And Erin; and grandson Luke.

Suggestion Program Nets FAAer Big Buck\$

When it comes to listening to employee ideas, Airway Facilities is putting its money where its ears are.

The office's Technical Employee Suggestion Program recently gave a monetary award to Roger L. Abeyta of the Long Range Radar System Support Center in Trinidad, Colo., for his idea, "Amplitron Automatic High Voltage Delayed Run-up."

That's a mouthful, but what Abeyta's idea essentially does is double the life of vacuum tubes in air route surveillance radar, saving the FAA \$2.4 million annually.

Program Manager Lisa Burcher urges other employees to put on their thinking caps. "With savings like these, we can afford to award our employees for their good ideas," she said.



Roger Abeyta

Burcher said that the program is designed to give employees a vehicle in which to make technical suggestions that improve the National Air-space System by accomplishing a job

better, faster or cheaper. Ideas that benefit occupational safety practices also are eligible for awards.

Suggestions should be submitted using the employee suggestion form, FAA Form 3450-17, which can be obtained from any personnel office. Completed forms are given to the employee's supervisor, who evaluates the proposal and determines if the idea meets the criteria for a technical suggestion.

Valid suggestions are forwarded to a system management office, region, or a national office for further consideration. For more information, contact Bercher at (609) 485-5943 or e-mail 9-ACT-AOS-TESP.



Civil Rights Announces Web-Based Mentoring Program

Employees interested in mentoring or being mentored will have an opportunity to join the FAA Corporate Mentoring Program on-line, beginning in March.

The Office of Civil Rights announced the new Internet program to coincide with National Mentoring Month this month. The automated program will help manage the FAA's entire mentoring process, regionally and globally, around the clock.

Employees who wish to be mentored will be able to develop mentoring action plans to enhance their knowledge or develop new skills. Employees with years of knowledge and skills can choose to serve as mentors and share their experiences with other employees.

"The mentoring program offers something for everyone at all levels of the FAA," said Fanny Rivera, assistant administrator for Civil Rights. "New employees can learn about the

organizational culture. Experienced employees might contemplate whether management is the right career path for them, or consider a career change into a new field.

"A recently selected manager might want to get coaching, advice or guidance on how to be effective in the new role. Senior-level managers may want



CORPORATE MENTORING PROGRAM

to become mentors and share their knowledge and experience to further develop the talent in FAA," Rivera said.

The system includes a library of resources to further learning.

The 6-month pilot will accept as many as 1,000 employees who want to be mentored or help mentor.

After the 6-month pilot, the program will be evaluated and adjustments made to expand the program for employees who wish to participate and have the support of their organization.

To participate, employees must complete a mentoring interest profile. A 2-week open period during which employees can complete the profile is expected to begin this month. The program begins in March.

Information about the profile Web site address and the FAA Corporate Mentoring Program will be made available through broadcast messages.

NATCA, FAA Agree to Extend Contract *continued from front page*

ensure "even-handed treatment" for those employees. In perhaps an indirect allusion to those unions still negotiating with the FAA, Blakey said, "This is the kind of thing we want to accomplish with everyone."

The performance-based system ties part of controllers' pay to reductions in operational errors and runway incursions while increasing efficiency and capacity in the National Airspace System.

In one sense, the extension is a holding action for the FAA and NATCA. The agency sought payroll and organizational stability as it gets the Air Traffic Organization up and running. It also allows management to identify issues that need further negotiation when the 2-year extension ends in September 2005.

NATCA, in turn, keeps the base

pay terms of the old contract, which Blakey acknowledges are still "generous."

Substantive changes were made, however, especially in the area of memoranda of understanding. The DOT's Inspector General and Congress criticized these memoranda for their costliness and unwieldiness.

Under the extension, management prerogatives that were eroding under the old contract have been preserved. For instance, managers now have more flexibility in deciding the pay of new controller hires. Controllers that started out at \$75,000-\$85,000 a year now could join the FAA at a salary of \$35,000.

NATCA agreed to rework that MOU to improve systemic capacity, which will lead to increased efficiency of flights

over some of the most congested air corridors in the country.

The extension establishes no new pay increases, except for the government-wide increases that come around annually. Staffing levels now will be driven by demand at each facility.

NATCA continues to argue that too few controllers are operating the system, but agreed to put aside the issue "for the good of the system so that everyone can enjoy the cost savings, safety and efficiency enhancements which this new agreement brings."

The contract could save as much as \$40 million over four years.

Among those still negotiating with the FAA are the NATCA multi-unit union, PASS and AFSCME.



One in a Hundred: Pictures from the



President Bush addresses visitors on the 100th anniversary of flight.



Visitors begin to assemble beneath the Wright Brothers memorial for the first flight recreation.



A visitor to the FAA booth chats with Administrator Blakey. Looking on is Deputy Administrator Bobby Sturgell.



Ron Meredith (left) and John Wahlund were part of the Airway Facilities team that set up the mobile towers and antennae for air traffic control.



This young man gets a taste of piloting the Wright Flyer using an interactive display in the EAA booth.



Centennial of Flight



(Left) The temporary Flight Service Station provided more than 1,000 pilot services at the show.

Man's visit to the moon (seen faintly above the bust in the photo at right) can be traced back to the vision of Orville and Wilbur Wright.

Photo: Michael Hale Gray



(Left) Is this the first flight of a future pioneer in aviation?

(Right) Controllers at the Manteo temporary tower keep a watchful eye on arriving pilots.





A Return to Kitty Hawk 100 Years Later

continued from front page

thousands of visitors about what the future of aviation holds for them. There were historic, educational and operational aspects to the FAA's presence.

Former Administrator Jane Garvey was introduced as one of the 100 aviation heroes of the past century. She shared the stage with such luminaries as Chuck Yeager and Neil Armstrong.

The FAA exhibit was mobbed with visitors who learned about runway safety, the Capstone project in Alaska, flight safety and air traffic control. An estimated 25,000 visitors passed through the exhibit, and more than 2,000 of them had their pictures taken with the Orville and Wilbur Wright cardboard cutouts. The digital photos will be emailed to them over the next few weeks, and many have already replied with thank-you messages.

Administrator Marion Blakey stopped by the booth on Wednesday, where she posed for pictures with FAA staff members and one special visitor, Jesse Overton, who was a few months old when the Wright Brothers first flew.

The FAA helped the many pilots — both general aviation and aerobatic — enjoy the spirit of the day in safety despite less-than-optimum weather conditions. Here's betting Orville and Wilbur would

have much appreciated the work of employees from Airway Facilities, Air Traffic towers and the Flight Service Station based at Kitty Hawk and a few miles away in Manteo.

Most of the aerobatic and demonstration flights were staged out of Manteo. Jim Allen and Richard Kiang from the Greensboro Flight Standards District Office (FSDO) oversaw these planes and their pilots' airworthiness.

"Our job's not to disrupt things or hold up the show," said Eddie Shields, an aviation safety inspector from the Charlotte FSDO, "but to discreetly do our job."

Airway Facilities employees got to enjoy the day. "Our big thing is always before the air show," said Jim Nelson, Airway Facilities' special events coordinator from the Southern Region. He and his crew of Ron Meredith and John Wahlund from the Wilmington, N.C., System Support Center, set up mobile control towers at Kitty Hawk and Manteo.

John Dennis, manager of the Manteo temporary tower, said Nelson's staff did a superb job setting up the temporary tower. "It was by far the best equipped temporary tower I have ever seen," he said.

For the temporary Flight Service

Station at Manteo, the rush hour didn't occur until the end of the event when nearly 1,200 pilots requested service from the staff. The line took four hours to dwindle as the FSS brought in replacements to handle the crowd.

Air Traffic handled nearly 2,600 flights, a number skewed by an extremely slow rain day on Sunday. The variety of aircraft, ranging from vintage aircraft to aerobatic planes to supersonic jets made air traffic control very complex.

Manteo was the staging point for dozens of aircraft that performed fly-bys over Kitty Hawk. Flights had to depart within a very narrow departure time — usually plus or minus 15 seconds — because military aircraft would descend out of the warning and restricted areas and pass over Manteo toward Kitty Hawk in the same fly-by pattern.

"Timing was crucial," recalled Dennis, the Manteo Tower manager. "We couldn't stop all operations at Manteo to make this work, which made for some very interesting arrival patterns. I have worked at a lot of temporary towers with a lot of complexity, but never anything like Manteo."

Albert Ensell, AirTraffic's procedural coordinator and his staff coordinated with the military on the fly-bys from a mini-communications post at the Wright memorial.

Southern Regional Administrator Carolyn Blum, who spearheaded the FAA's presence at Kitty Hawk, said, "This is the most fantastic team I have ever worked with. The FAA should be very proud. This took years of planning and the execution was flawless."

Blum especially thanked recently retired Wayne Boggs, Ken Spivey, Jim Nelson, Jim Laird and Shelia Bauer, and "the dozens of dedicated employees who made the anniversary celebration so special."

Administrator Blakey meets (from left) Don Gardner, Phil Randall and Ken Spivey, who were instrumental in coordinating the FAA pavillion at Kitty Hawk.





Back to Headquarters

Santa Finds Many Helpers at HQ

The Office of Airports continued its holiday tradition of coordinating the Marine Corps' Toys for Tots campaign at Headquarters.

This year's "take" of 620 toys was delivered to Sgt. Douglas A. Sholl and Sgt. Christopher N. Pryce from the Marine Corps Barracks for distribution to needy children.



Suzanne Ball, Jean Loney, Celeste Colbert-King and Almaria Gaston from the Office of Airports bag up contributions to the Toys for Tots campaign.

Gwen Law and Dave Kurner, a former Marine, started the tradition years ago. Law continued with the effort even after Kurner transferred to the Western-Pacific Runway Safety Office in 2000.

CFC Drive Continues

Air Traffic is raffling one Charity Cruise Certificate (CCC) on Holland America Lines (HAL) for CFC. The CCC is for two people to enjoy a 10-day cruise with HAL. One raffle ticket costs \$5, or 5 tickets for \$20.

The deadline for the raffle is Feb. 2. The winner(s) may select from any of the liner's 10-day cruises, valid for one year. The drawing for the winner(s) will be held Feb. 3 in the 3rd floor auditorium at 10 a.m.

For tickets, contact Barbara Sieger, x73891; Debra Kelleher, x73390; Edie Parish x79504; Lottie Perro, x79358; Sharon Beavan, x79342; or Toni Ann Vigil, (703) 904-4406.

Talent Shines for CFC Drive

Faced with stiff competition from Elvis Presley, a Frank Sinatra wannabe, a singing cowboy and other worthy talent, Marla Harris won over the auditorium audience with a slinky rendition of Erykah Badu's "Bag Lady." Her performance, along with those of the other talent, netted the CFC more than \$1,700. The sale of a DVD featuring the talent shows is expected to reap another \$1,000.

Modeled after the "American Idol" television show, Randy Jackson (Jim Washington), Paula Abdul (Administrator Marion Blakey) and Simon Cowell (Doug Lavin and David Mandell) judged the contestants with pointed commentary for the less-worthy performers.

All was in good fun, however, even down to Paula Abdul's leopard-skin jacket that drew some reproach from Simon (David Mandell).



The King serenades Di Reimold, a special assistant in the Office of International Aviation, during the CFC talent show at Headquarters.

Focusing on MLK's Principles of Nonviolence

Jan. 15 marks what would have been the 75th birthday of Dr. Martin Luther King, Jr. Many across the country will commemorate his life and his efforts in pursuing peaceful social change.

Growing up, King was impressed by the teachings and philosophies of Henry David Thoreau on civil disobedience and Mohandas K. Gandhi on nonviolent resistance. In 1950, King began to wonder

why Gandhi's way couldn't be used in the United States to end segregation and win freedom from oppression? More and more, King began to think that Gandhi's ideas on nonviolent



Martin Luther King, Jr.

resistance could work in America.

In 1964 King became the youngest recipient of the Nobel peace prize. He regarded it not only as a personal honor but also as an international tribute to the nonviolent civil rights movement.

On April 4, 1968, King was shot one day after giving what would be his final speech, part of which follows:

Like anybody, I would like to live a long life — longevity has its place. But I'm not concerned with that now. I just want to do God's will. And he's allowed me to go up to the mountain and I've seen the Promised Land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the Promised Land.

In a world racked by terrorism and violence, people around the world commemorate King's message of love and nonviolence, and unyielding fight for equality and justice.



2003: A Year in Review

The FAA Intercom presents a review of the FAA's year in aviation.

JANUARY

- ◆ Preparations begin in earnest to celebrate the Centennial of Flight.
- ◆ WARP (Weather and Radar Processor) is deployed to all 20 centers, reducing the potential for weather-related accidents and lessening the impact of bad weather on airspace.

FEBRUARY

- ◆ Space Shuttle Columbia breaks apart while reentering Earth's atmosphere. FAA employees play a significant role in investigating the cause of the accident.

MARCH

- ◆ FAA certifies first new U.S.-designed transport helicopter in more than 10 years.
- ◆ Two FAA employees and two teams are honored with Laurel Awards from Aviation Week & Space Technology.



Specialist Mervin Spencer is greeted by his mother, Renee, and sister, Kenyetta (partially obstructed) after returning from Iraq.

- ◆ The war in Iraq begins. FAA employees are called up for duty with reservist and National Guard units. FAA employees are tapped by the government to help build Iraq's aviation infrastructure.

APRIL

- ◆ Bobby Sturgell confirmed, sworn in as deputy administrator. Sharon Pinkerton and Doug Lavin are selected as assistant administrators for Aviation Policy, Planning and Environment; and International Aviation, respectively.
- ◆ Great Lakes Region certifies the first Wright Flyer replica under a new FAA order.
- ◆ Air carriers meet the FAA's deadline for installing new, reinforced cockpit doors.
- ◆ Potomac TRACON completes consolidation.
- ◆ Professional Women Controllers celebrates its 25th anniversary.

- ◆ Cases of Severe Acute Respiratory Syndrome (SARS) are reported around the world. The aviation industry, still hurting from the terrorist attacks and economic doldrums, takes another hit.
- ◆ Meigs Field closed by Chicago's mayor.

MAY

- ◆ Tornadoes ravage parts of the Midwest. Several FAA employees lose their homes, but no injuries are reported.
- ◆ Ground is broken for the new Indianapolis Tower.
- ◆ Web site depicting special-use airspace and air traffic control assigned-airspace and their schedules for use goes on-line.
- ◆ Andrew Steinberg named chief counsel for the FAA.

JUNE

- ◆ STARS (Standard Terminal Automation Replacement System) is commissioned for the National Airspace System. STARS is the cornerstone of the FAA's effort to modernize the air traffic control system.



JULY

- ◆ Najeeb Halaby, the second FAA administrator, dies at the age of 87.
- ◆ Russell Chew is named chief operating officer of the FAA.
- ◆ Lynne Osmus is named assistant administrator for Security and Hazardous Materials.
- ◆ WAAS (Wide Area Augmentation System) is commissioned at the FAA Command Center.
- ◆ Boeing and FAA conduct the first flight tests for an onboard fuel tank inerting system for commercial airplanes.
- ◆ Houston Center begins using Traffic Management Advisor, which helps controllers generate arrival aircraft schedules faster and more efficiently.
- ◆ The National Hispanic Coalition of Federal Aviation Employees celebrates its 25th anniversary.
- ◆ The FAA's DC-3 aircraft is restored and returns to the air show circuit to celebrate the Centennial of Flight.
- ◆ The FAA releases its long-awaited Required Navigation Performance (RNP) "roadmap" that will aid development of air traffic procedures that pilots can use with on-board technology to navigate to any point in the world using only geographic coordinates.
- ◆ The FAA exhibits at New York's Rockefeller Center as part of its Centennial of Flight celebration.

AUGUST

- ◆ A large portion of the Northeast and Midwest are blacked out in a power outage. FAA air traffic control keeps operating.
- ◆ A new airman's certificate is unveiled by the FAA.



Administrator Blakey plants a kiss on Jerry Lederer, founder of the Flight Safety Foundation, after an August ceremony honoring his 75 years of service to aviation safety.

SEPTEMBER

- ◆ The FAA releases its 5-year strategic Flight Plan.
- ◆ High-altitude redesign is implemented in seven centers in the Northwest United States.

- ◆ The new FAA home page on the Internet premieres.
- ◆ Mark Petersen and Craig Harryman are honored with Flight Assist of the Year awards.
- ◆ The Boeing 747 Aircraft Environment Research Facility officially enters service as an aerospace medical research facility.

OCTOBER

- ◆ Wild fires in Southern California leave FAA employees homeless, but the ATC system keeps running despite some facility evacuations.
- ◆ Los Angeles International Tower works error-free for more than 510 consecutive days, earning a "None-in-a-Million" recognition for no incidents in 1 million operations.
- ◆ ASDE-X (Airport Surface Detection Equipment, model X) approved for commissioning in the National Airspace System. ASDE-X helps controllers detect potential runway collisions.
- ◆ The Concorde departs JFK International Airport for the final time.
- ◆ Norman Mineta honors more than 100 FAA employees during the annual Secretary's Awards ceremony.
- ◆ The agency's first all-digital airport radar system, ASR-11, is declared ready for national deployment. The ASR-11 will replace aging ASR-7s and ASR-8s.

continued on the back page



OSI Raises Tied to 2003 Performance

continued from front page

pay increase that is included in the omnibus FY04 appropriations bill. That would increase the OSI to 3.15 percent. Locality pay increases would increase the raise by an average 1.4 percent to total 4.55 percent.

The amount paid out to employees is 85 percent of the total amount in the OSI fund. The remaining 15 percent will be used as a cash award pool to recognize superior individual performance for employees in Core Comp and employees covered by a negotiated version of Core Comp. The distribution of those funds has yet to be decided.

The OSI payout was based on several important goals accomplished by the FAA last year, but also reflects some areas in which the agency fell short. Although the agency met 75 percent of its goals, the administrator granted an 85 percent OSI because employees nearly met targets in several categories.

"Most significantly," Blakey said, "we met the safety goals in both the commercial fatal accident rate and general aviation fatal accident rate." The FAA also beat all of its system efficiency goals, such as on-time arrival, exposure to noise and airport arrival efficiency rate.

On the whole, however, the FAA met only nine of its 12 performance goals under the Government Performance and Results Act. That's a 75 percent success rate compared to 90 percent in 2002. Of primary concern were the 680 operational errors reported last year, six percent more than the FAA's goal.

While the FAA kept on budget and on time for a majority of its acquisition projects, it still fell short of its acquisition goals.

Also, only three of the five initiatives in the President's Management Agenda were met. These initiatives are important because they promote efficient, secure and fiscally responsible

government practices. A "red" status was given to financial management and electronic government initiatives and a "yellow" status to the other three. A red status means that at least one of the core criteria in the initiative is in need of correction. Yellow means that some — but not all — of the core criteria have been met

and there are no red conditions.

The Web site at www.faa.gov/ahr/2004payinfo.cfm has more information about the OSI. Employees with questions about the pay adjustments should be directed to their servicing human resources office or to the AHR Policy Management Division at (202) 267-3780.

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NOVEMBER

- ◆ The Air Transport Organization (ATO), which combines ATS, ARA and Free Flight, becomes a reality.
- ◆ FAA general aviation operations inspectors begin taking courses at Embry-Riddle Aeronautical University in a trial program to give new inspectors broader training.
- ◆ Ground is broken for a state-of-the-art air traffic control tower at Fort Wayne Airport in Indiana.

DECEMBER

- ◆ The FAA participates in events surrounding the 100th anniversary of the first flight.
- ◆ Ventris Gibson is named assistant administrator for Human Resources.
- ◆ A 9,000-foot runway opens in Orlando.
- ◆ The first ASR-11 is commissioned at Willow Grove, Pa.
- ◆ The NATCA contract is extended.

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